

# 2008-2009 PERFORMANCE PLAN – Sr. Portfolio Manager / Externally Managed Equity (K. Silberstein)

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## Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
10%	Total Fund	Excess return deviation in basis points relative to: Total Fund performance versus Total Fund Benchmark. {SJ1CA1 – CPERSTO2}	-40 basis points = 0 0 basis points = 1.0 +20 basis points = 1.5
20%	Risk Managed Absolute Return Strategies Program	Excess return deviation in basis points relative to: Program policy. {SNLCA1 – CPERHEDG2}	0 basis points = 0 +50 basis points = 1.0 +100 basis points = 1.5
20%	Domestic External Equity Performance	Excess return in basis points relative to: Domestic Equity Performance Benchmark. {SNDCA1 – CPERSND2}	0 basis points = 0 +50 basis points = 1.0 +100 basis points = 1.5
10%	International External Equity Performance	Excess return in basis points relative to: Customized benchmark created from investment weighted-indices. {SHOCA1 – CPERSHO2}	0 basis points = 0 +50 basis points = 1.0 +100 basis points = 1.5
10%	Emerging Markets External Equity Performance	Excess Return in basis points relative to: CalPERS FTSE All Emerging Index. {SWYCA1 – QQ72}	0 basis points = 0 +50 basis points = 1.0 +100 basis points = 1.5
15%	Global Equity Performance	Excess return deviation in basis points relative to: Global Equity Performance Benchmark. {GLOBLIC – CPERSGE2}	-50 basis points = 0 -10 basis points = 1.0 +15 basis points = 1.5
85%	Subtotal	Quantitative Measures	

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## *Qualitative Performance Measures*

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.	From Schedule
	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	